



FY 19 Commander Selection Board Results Analysis

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FAO OCM***



General Analysis

	Opportunity Rate	AZ Selections	IZ Selections	BZ Selections
FAO	74%	2	20	0
URL	75%	83	444	2
HR	80%	3	10	0
INTEL	70%	19	31	0
PAO	70%	1	3	1

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FAO Selectees	5 (+1 AZ) = 6	7	2	3	3 (+1 AZ) = 4
Total in zone	5	7	5	8	5

AZ and IZ records are not stamped – Best and Fully Qualified Selected IAW Board Precept and Convening Order



Selection Analysis

Commander Selection Analysis	Selects	Non-Selects
CDR Milestone Screened	22 of 22	2 of 10
FAO Qualified	22 of 22	7 of 10
JPME Phase I	19 of 22	8 of 10
Full Joint Tour	10 of 22	4 of 10
3 lines of FAO Work	0 of 22	0 of 22
2 lines of FAO Work	12 of 22	6 of 10
1 line of FAO Work	21 of 22	10 of 10
Regional Language Level 2/2 or higher	21 of 22	5 of 10
Two or more Foreign Languages Level 2/2 or higher	10 of 22	3 of 10
70% or more FITREPs as LT and LCDR at or above RSCA	9 of 22	4 of 10
60% or more FITREPs as LT and LCDR at or above RSCA	15 of 22	6 of 10
#1 EP hard break out in summary group as LCDR	14 of 22	4 of 10
4 or more FITREPs with block 41 Soft Breakouts (e.g. #x of y; Top 10%, etc)	17 of 22	3 of 10

The most important distinction for promotion and milestone selection is sustained superior performance in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts



Trend Analysis Conclusion

- **Twenty two of twenty four MS screened officers selected for promotion**
- **Over half of the selectees earned at least one #1 competitive EP and had consistent multiple strong soft breakouts**
- **Soft breakouts critical in absence of hard breakout**
- **Language proficiency in multiple languages not a discriminator for promotion**
- **Correspondence to the board is not reflected in analysis as it is not available after the board adjourns**
- **Small sample size limits conclusions**
- **Selections guided by FY19 O-5 Line Board Convening Order**

Sustained Superior Performance throughout an officer's career is the greatest determining factor in selection for promotion